

# EXHIBIT MF-04

**CONFIDENTIAL**

From: Aubry McMahon <[aubrymcmahon@gmail.com](mailto:aubrymcmahon@gmail.com)>  
Sent: Tuesday, January 5, 2021 11:56 AM  
To: Catherine Miolla - US <[cmiolla@worldvision.org](mailto:cmiolla@worldvision.org)>  
Subject: Quick Question

[External Sender]

Hey there,  
I just have a quick question! My wife and I are expecting our first baby in March and I wanted to see if I would qualify for any time off for this since I'll be a new employee? I will be the one having the baby so I just wanted to check to see if any time would be allowed off. If not, no worries, thanks so much!  
Aubry



Aubry Atwood <[aubrymcmahon@gmail.com](mailto:aubrymcmahon@gmail.com)>

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## Quick Question

9 messages

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**Aubry McMahon** <[aubrymcmahon@gmail.com](mailto:aubrymcmahon@gmail.com)>  
To: cmiolla@worldvision.org

Tue, Jan 5, 2021 at 1:55 PM

Hey there,  
I just have a quick question! My wife and I are expecting our first baby in March and I wanted to see if I would qualify for any time off for this since I'll be a new employee? I will be the one having the baby so I just wanted to check to see if any time would be allowed off. If not, no worries, thanks so much!  
Aubry

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**Catherine Miolla - US** <[cmiolla@worldvision.org](mailto:cmiolla@worldvision.org)>  
To: Aubry McMahon <[aubrymcmahon@gmail.com](mailto:aubrymcmahon@gmail.com)>

Tue, Jan 5, 2021 at 6:59 PM

Hi Aubry,  
Thank you for your email and questions. Do you have time tomorrow afternoon to discuss by phone? I have a few interviews scheduled, but could give you a call around 4pm EST if that would work for you?

Thanks!  
Catherine

-----Original Message-----

From: Aubry McMahon <[aubrymcmahon@gmail.com](mailto:aubrymcmahon@gmail.com)>  
Sent: Tuesday, January 5, 2021 11:56 AM  
To: Catherine Miolla - US <[cmiolla@worldvision.org](mailto:cmiolla@worldvision.org)>  
Subject: Quick Question

[External Sender]

Hey there,  
I just have a quick question! My wife and I are expecting our first baby in March and I wanted to see if I would qualify for any time off for this since I'll be a new employee? I will be the one having the baby so I just wanted to check to see if any time would be allowed off. If not, no worries, thanks so much!

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**Catherine Miolla - US** <[cmiolla@worldvision.org](mailto:cmiolla@worldvision.org)>  
To: Aubry McMahon <[aubrymcmahon@gmail.com](mailto:aubrymcmahon@gmail.com)>

Wed, Jan 6, 2021 at 7:14 PM

Hi Aubry,

I don't believe I've heard back from you, so just wanted to check in again and see if you would be available for a call soon to discuss?

Thank you!  
Catherine  
[Quoted text hidden]

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**Aubry McMahon** <[aubrymcmahon@gmail.com](mailto:aubrymcmahon@gmail.com)>  
To: Catherine Miolla - US <[cmiolla@worldvision.org](mailto:cmiolla@worldvision.org)>

Wed, Jan 6, 2021 at 7:40 PM

Hey there, so sorry, I've been crazy busy with my sister getting married. That sounds great! I can talk on Friday at any point if you're available!

Sent from my iPhone

> On Jan 6, 2021, at 7:14 PM, Catherine Miolla - US <[cmiolla@worldvision.org](mailto:cmiolla@worldvision.org)> wrote:

>  
> Hi Aubry,  
[Quoted text hidden]

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**Catherine Miolla - US** <[cmiolla@worldvision.org](mailto:cmiolla@worldvision.org)>  
To: Aubry McMahon <[aubrymcmahon@gmail.com](mailto:aubrymcmahon@gmail.com)>

Thu, Jan 7, 2021 at 10:53 AM

No problem Aubry! How about Friday at 1pm EST? If that works for you, I will give you a call at that time.

Thank you,  
[Quoted text hidden]

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**Catherine Miolla - US** <[cmiolla@worldvision.org](mailto:cmiolla@worldvision.org)>  
To: Aubry McMahon <[aubrymcmahon@gmail.com](mailto:aubrymcmahon@gmail.com)>

Fri, Jan 8, 2021 at 10:59 AM

Hi Aubry,  
Just wanted to check and make sure that 1pm EST works for me to give you a call today? If I don't hear from you, I'll try calling at that time.  
[Quoted text hidden]

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**Aubry McMahon** <[aubrymcmahon@gmail.com](mailto:aubrymcmahon@gmail.com)>  
To: Catherine Miolla - US <[cmiolla@worldvision.org](mailto:cmiolla@worldvision.org)>

Fri, Jan 8, 2021 at 11:00 AM

That sounds great, thanks so much!

Sent from my iPhone  
[Quoted text hidden]

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**Catherine Miolla - US** <[cmiolla@worldvision.org](mailto:cmiolla@worldvision.org)>  
To: Aubry McMahon <[aubrymcmahon@gmail.com](mailto:aubrymcmahon@gmail.com)>

Fri, Jan 8, 2021 at 5:00 PM

Aubry, since our communication on Tuesday, I've tried several times to get in touch with you to discuss a discrepancy in your interview responses. Since I have not heard back from you to resolve the discrepancy, I am rescinding the job offer that was extended to you on Monday January 4th.

I wish you all the best in your future endeavors.

[Quoted text hidden]

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**Aubry Atwood** <[aubrymcmahon@gmail.com](mailto:aubrymcmahon@gmail.com)>  
To: Catherine Miolla - US <[cmiolla@worldvision.org](mailto:cmiolla@worldvision.org)>

Fri, Jan 8, 2021 at 5:08 PM

Hey, I am so sorry I wasn't able to get ahold of you today. I am happy to reschedule the call if you are available. While I understand your decision, can I ask what the discrepancy in my interview responses was? I am a little confused and wanted to get some clarification. Thanks so much.

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